

## Old Age, Disability, Death

First and current law: 1978.

Type of program: Social insurance system.

**Exchange rate:** U.S.\$1.00 equals 0.71 dinar.

### Coverage

Employees over age 16 in private establishments with 5 or more workers, government and public sector employees not covered under civil or military pension laws, employees of universities, municipalities and village councils, and Jordanians working at diplomatic missions and international organizations.

Exclusions: Public employees covered under civil or military pension laws, foreign employees serving in international organizations or foreign political or military missions, and laborers whose work relationship with their employers is irregular.

(The following employee categories are currently suspended from coverage, until the Council of Ministers, upon the recommendation of the Board of Directors of the Social Security Corporation, decides their coverage: agricultural workers, seamen, fishermen, domestic servants, self-employed, and family labor.)

### Source of Funds

**Insured person:** 5% of wage.

**Employer:** 8% of payroll.

**Government:** Any deficit.

(Insured worker can contribute additional amounts to receive credit for previous work not covered.)

### Qualifying Conditions

**Old-age pension:** Age 60 (men) or 55 (women), 120 months' coverage (36 continuous months within last 5 years), or 15 years total coverage. Early retirement at age 46 (with pension reduction) if 15 years coverage. Insured person with at least 5 years' contributions before reaching statutory retirement age may continue to contribute up to age 65 in order to meet minimum qualifying conditions.

**Disability pension:** Total or partial incapacity for work, and 12 months' continuous coverage or 24 months' total coverage.

**Survivor pension:** Deceased had 12 months of continuous coverage or 24 months' total coverage.

### Old-Age Benefits

**Old-age pension:** 2% of average monthly wages in last 2 years times years of contribution. Maximum: 75% of average monthly wage in last 2 years. Pension increased 10% for 1st dependent and 5% each for 2nd and 3rd. Early retirement pension: 10% reduction if age 46-50, and 5% if age 51-54.

If insured reaches retirement age, becomes disabled or dies without entitlement to a pension, receives a lump sum equal to 15% of average annual wage in the last two years for each year of contribution, or average monthly wage multiplied by 12 if period of year of contribution, or average monthly wage multiplied by 12 if period of contribution is less than two years.

If insured ceases work prior to retirement age without entitlement to a pension, receives a lump sum equal to 10% of average annual wage if less than 60 months' contributions; 12% if 60-119 months; and 15% if 120 months or more.

Lump sum compensation can also be paid for certain cases as determined by the Board of Directors of the Social Security Corporation.

### Permanent Disability Benefits

**Disability pension:** 50% of average monthly wage in last year of contribution. Constant-attendance allowance: Pension increased by 25%.

### Survivor Benefits

**Survivor pension:** 50% of average monthly wage in last year of contribution or, if deceased was pensioner, 100% of insured's pension. Payable to widow, son under 18 (no age limit if disabled), unmarried, divorced or widowed dependent daughters, dependent parents, brothers, sisters, and disabled dependent widower. Pension reduced in direct proportion to survivor's income. Widow's, daughter's, or sister's pension ceases upon marriage. Funeral grant: 150 dinars.

### Administrative Organization

Social Security Corporation, administration of program.

## Work Injury

First and current law: 1978.

Type of program: Social insurance system.

### Coverage

Employees over age 16 in private establishments with 5 or more workers, government and public sector employees not covered under civil or military pension laws, employees of universities, municipalities and village councils, and Jordanians working at diplomatic missions and international organizations.

Exclusions: Public employees covered under civil or military pension law, foreign employees of international organizations or foreign political or military missions, and casual workers. (The following employee categories are currently suspended from coverage, until the Council of Ministers, upon the recommendation of the Board of Directors of the Social Security Corporation, decides their coverage: agricultural workers, seamen, fishermen, domestic servants, self-employed, and family labor.)

### Source of Funds

**Insured person:** None.

**Employer:** 2% of payroll (may be reduced to 1% if employer assumes full cost of medical treatment and disbursement of daily allowances for temporary disability). No contribution required on wages paid to apprentices.

**Government:** Any deficit.

### Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

### Temporary Disability Benefits

**Temporary disability benefit:** 75% of daily wage (65% if receiving treatment in specified medical institutions) for duration of disability, until recovery, permanent disability is proved, or upon death.

### **Permanent Disability Benefits**

**Permanent disability pension:** Total disability: 75% of covered monthly wage; constant-attendance allowance, pension increased by 25%.

Partial disability: If 30% or more disabled, percentage of total disability pension according to degree of disability. If less than 30%, lump sum compensation equal to 36 months' total disability pension.

### **Workers' Medical Benefits**

**Medical benefits:** Medical treatment, hospitalization, transportation, and rehabilitation services (including artificial limbs).

### **Survivor Benefits**

**Survivor pension:** 60% of covered monthly wage, paid to widow, dependent disabled widower, son under age 18 (no limit if disabled); dependent daughters if unmarried, widowed or divorced; and dependent parents, sisters, and brothers.

Funeral grant: 150 dinars.

Pension reduced in direct proportion to survivor's income.

Widow's, daughter's or sister's pension ceases upon marriage.

### **Administrative Organization**

The Social Security Corporation, administration of program.